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PART--I-- Orders and Notifications by the Government of Tripura, The High Court, Government Treasury etc.

GOVERNMENT OF TRIPURA
GENERAL ADMINISTRATION (PERSONNEL & TRAINING) DEPARTMENT

No.F.41(23)-GA(P&T)2025 **Dated, 01/12/2025.**

NOTIFICATION

Whereas, under exigencies in public administration and to overcome the temporary deadlock in promotions in all State Government Departments, a Promotion Policy was notified vide No. 2(24)/GA (P&T)/21 dated 22-06-2021.

AND

Whereas, pursuant to that Notification, ad-hoc promotions subject to the ultimate decision in SLP© No. 19765-19767 of 2015 pending before the Hon'ble Apex Court, were given to State Government employees to contain the deadlock situation in the administration.

AND

Whereas, after receiving ad-hoc promotion, a large number of employees retired on superannuation, but ad-hoc promotions were not taken into consideration for pension and pensionary benefits.

AND

Whereas, ad-hoc promotion cannot continue for an indefinite period and, therefore, it was required to be examined further in view of pendency of the said cases.

AND

Whereas, the Hon'ble High Court of Tripura, in case No. W.A-127 of 2024 filed by Dr. Nazaru Debbarma vs the State of Tripura and 4 others, passed an Order dated-11.09.2025, as follows:-

"In our view prima facie, this nomenclature of 'ad-hoc' promotion used in the order date 31.12.2021 is misleading and the promotion

given to respondent no. 5 to the Gr-II post on 31.12.2021 is in fact a regular promotion though subject to result in the SLPs and it cannot be termed as 'ad-hoc' in the facts and circumstances of this case as it. Also, an 'ad-hoc promotion' cannot continue for long periods (exceeding in the instant case 2 years) and is usually is a short term stop gap arrangement."

Also, the Hon'ble High Court directed in its Order dated, 30.10.2025 in the aforesaid case as follows:

"As a last chance, time granted to the State Government to consider amending the 2021 Promotion Policy"

AND

Whereas, the State Government has carefully examined all aspects and, having due regard to all the orders of the Hon'ble Courts and other statues, has decided to modify the Promotion Policy, 2021.

AND

Whereas, under the Promotion Policy, 2021, State Government employees were allowed promotion on an ad-hoc basis as a onetime measure as per the following procedure [Para-6 and Para-7 of the said Promotion Policy, 2021] :

(i) Rule 9 of the Tripura SC & ST Reservation Rules, 1992 and the provisos thereto shall be read in such a manner that only those SC & ST candidates who have qualified solely on the basis of merit and have never taken the benefit of reservation will be treated as "own merit" candidates and entitled to occupy posts meant for general category. Reservation shall be made cadre-wise.

(ii) The 100-point roster shall apply only where the number of posts in the cadre is 4 (four) or more.

(iii) Where the number of posts in the cadre is 3 (three) or less, the 3 (three) point replacement roster shall be followed.

(iv) Single-post or small cadres cannot be combined to make the number of posts more than 3 (three).

Following the above policy, the DPC will identify employees eligible for promotion to a particular post against available vacancies. After this exercise, the DPC shall conduct another exercise taking into account the procedure stated in rule 9(2) of the Tripura SC & ST Reservation Rules, 1992. If, due to such an exercise, any candidate is found not considered as per the above process, such candidates shall be considered for ad-hoc promotion by creating supernumerary post(s).

AND

Whereas, the Promotion Policy, 2021 has been carefully examined by the Government and after due consideration, it has been decided to modify the said Policy as follows: -

i) All promotions allowed as per the Promotion Policy, 2021 shall be treated as regular promotion with effect from the date of ad-hoc promotion for the purpose of extending all service and retiral benefits as per respective extant rules. Also, the benefits of fixation / protection of pay, allowances, etc. after such treatment, shall be provided to an employee entitled otherwise, subject to the outcome of SLP© No. 19765-19767 of 2015 pending before the Hon'ble Apex Court.

ii) All pensionary benefits, including leave encashment, shall also be extended to employees on the last pay of the post from which they have retired / will retire from service on superannuation or otherwise, after availing ad-hoc promotion subject to the outcome of the SLP© No. 19765-19767 of 2015 pending before the Hon'ble Apex Court. Also, if any employee dies after availing ad-hoc promotion as per the Promotion Policy, 2021, his/her legal heirs shall also be entitled to pensionary benefits, including leave encashment etc. as permissible, subject to the outcome of SLP© No. 19765-19767 of 2015 pending before the Hon'ble Apex Court.

All Departments and Heads of Departments are therefore, requested to take action accordingly.

This will take immediate effect by way of amendment of the Notification No. F.2(24)-GA(P&T)/2021, Dated-22.6.2021 in compliance with the order dated 11.09.2025 and 30.10.2025 passed by the Hon'ble High Court of Tripura in connection with case no. W.A-127 of 2024.

By order of the Governor,

01.12.2025
(S. K. Debbarma)
Deputy Secretary to the
Government of Tripura.